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Frambach et al.

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(54) **TALENT PORTFOLIO SIMULATION**

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A63F 3/00 (2006.01)

(52) **U.S. Cl.**
CPC ***A63F 3/00063*** (2013.01)

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CPC A63F 3/00063; A63F 3/0003; A63F 3/00138; A63F 3/00697; A63F 3/00075; A63F 3/04; A63F 2011/0067; A63F 9/0076
USPC 273/243, 288, 289, 290, 291
See application file for complete search history.

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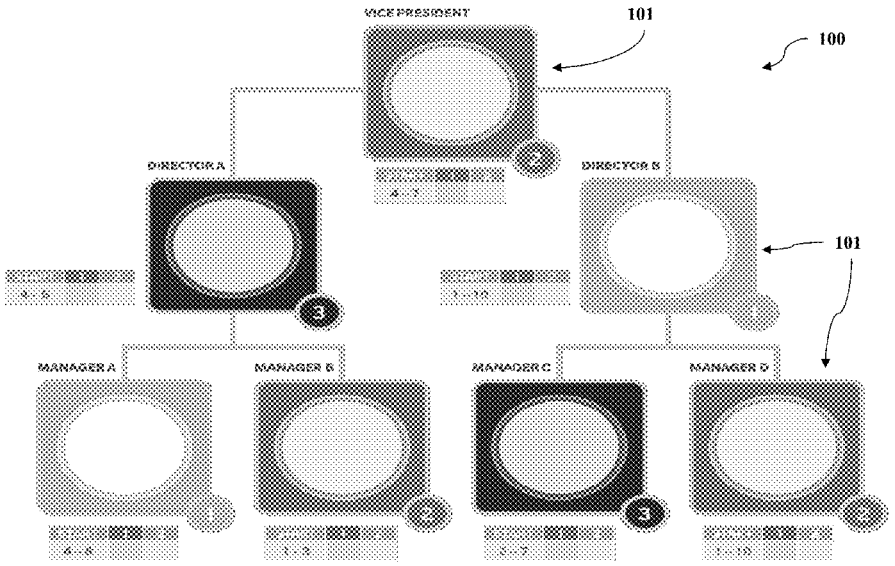
(74) *Attorney, Agent, or Firm* — Fish & Tsang LLP

(57) **ABSTRACT**

A talent management portfolio game including a board representing an organization, whereby game pieces representing members of the organization having a potential value to the organization can be managed so as to maximize the value of the organization according to its members. Value pieces representing realized potential can be attached to the game pieces based on played talent action cards, thereby realizing some of the potential of the game piece. Game pieces can be promoted within the organization or exchanged in attempts to maximize the value of the organization.

10 Claims, 11 Drawing Sheets



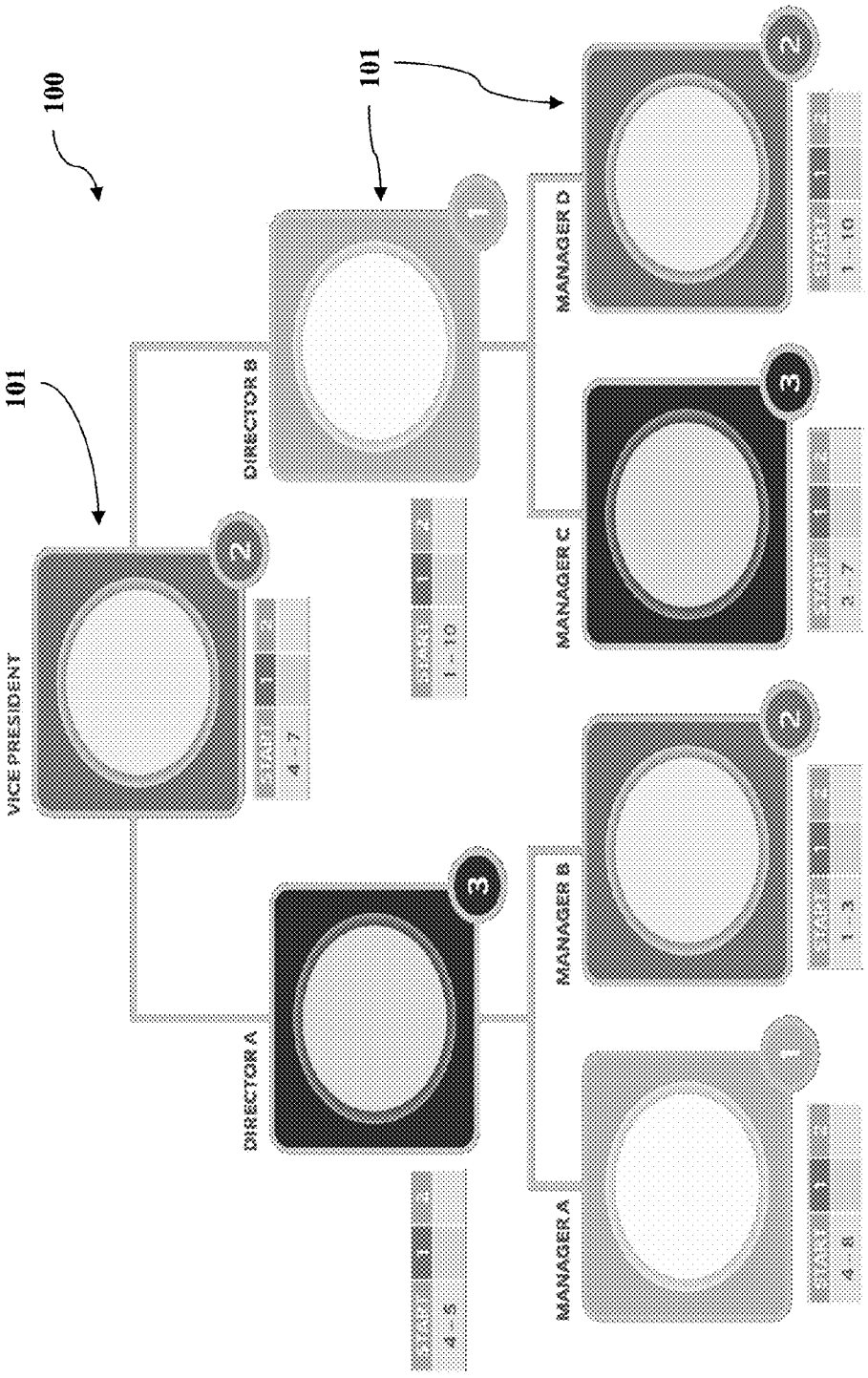

100
101
101
VICE PRESIDENT
2
4 - 7
DIRECTOR A
3
4 - 5
DIRECTOR B
1
1 - 10
MANAGER A
1
4 - 8
MANAGER B
2
1 - 3
MANAGER C
3
5 - 7
MANAGER D
2
1 - 10

Figure 1

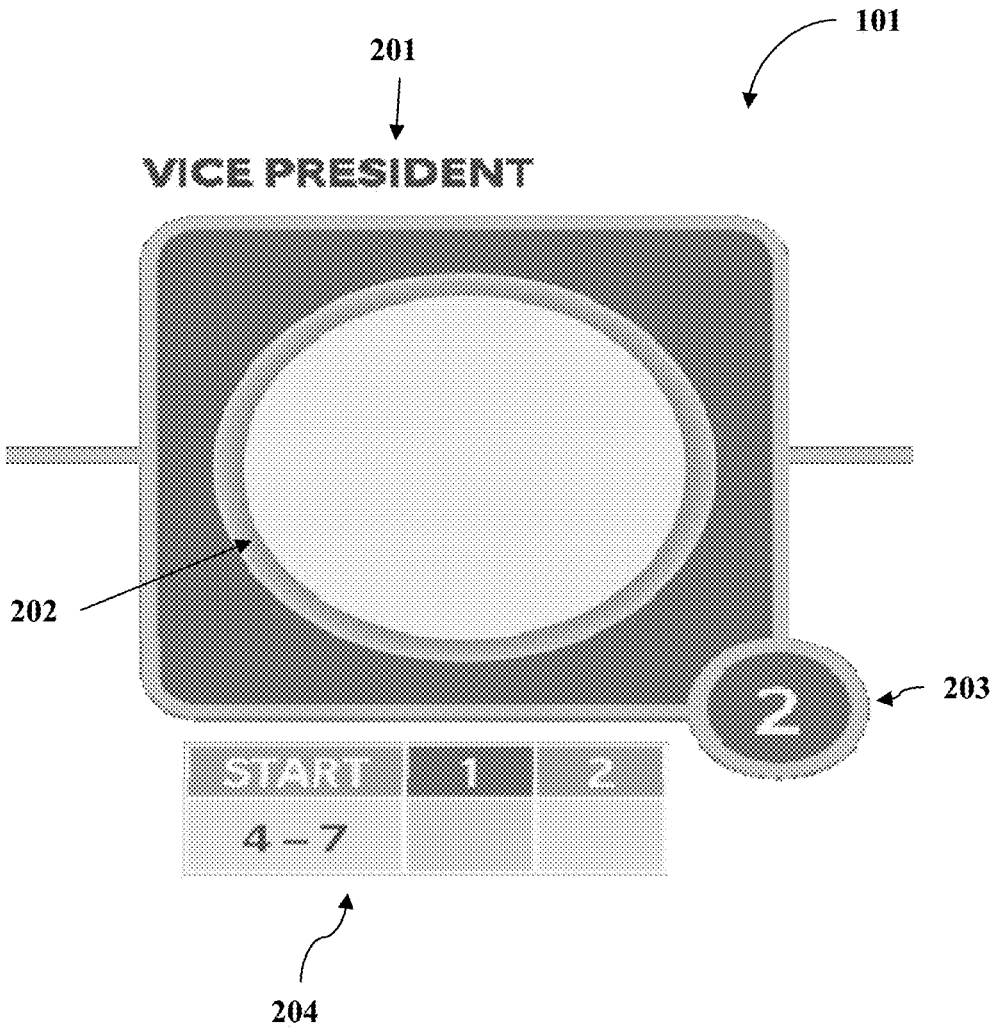


Figure 2

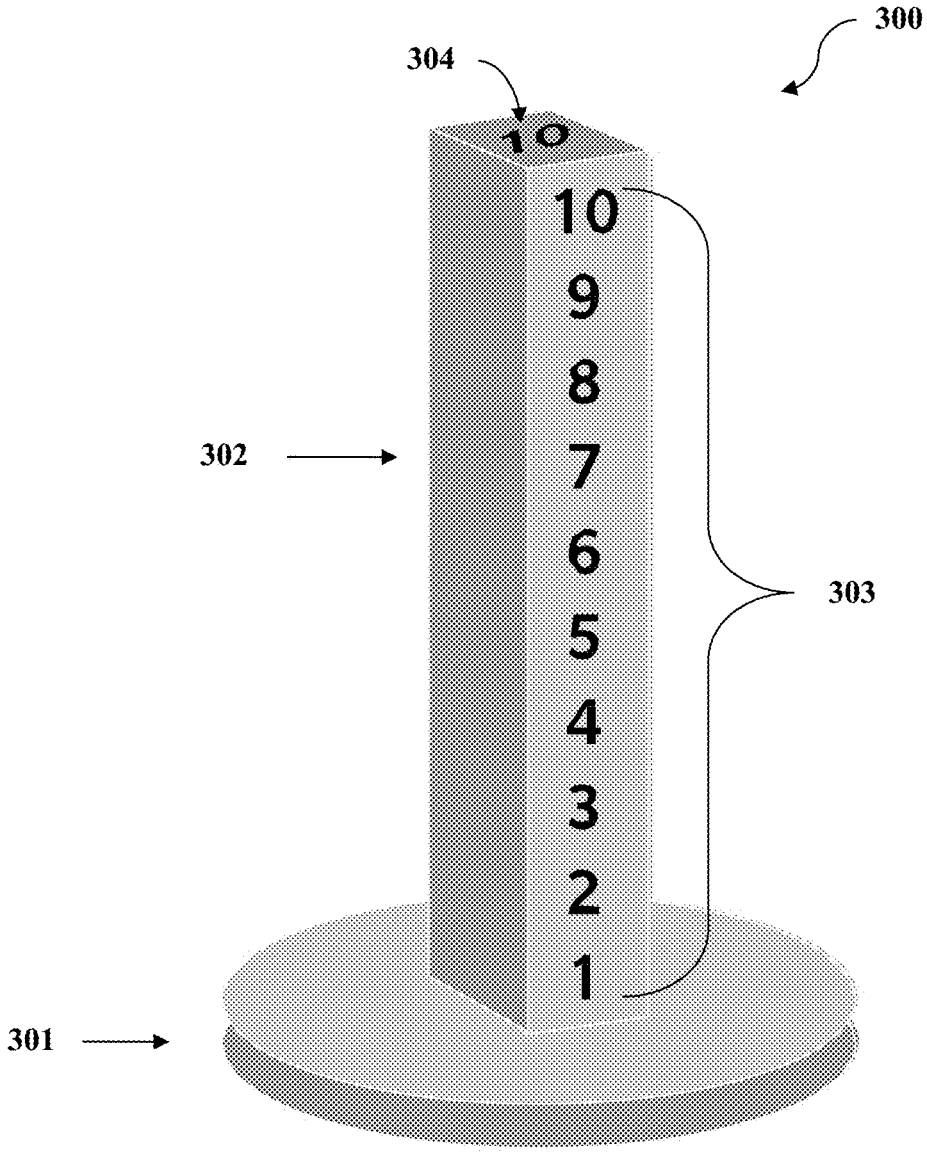
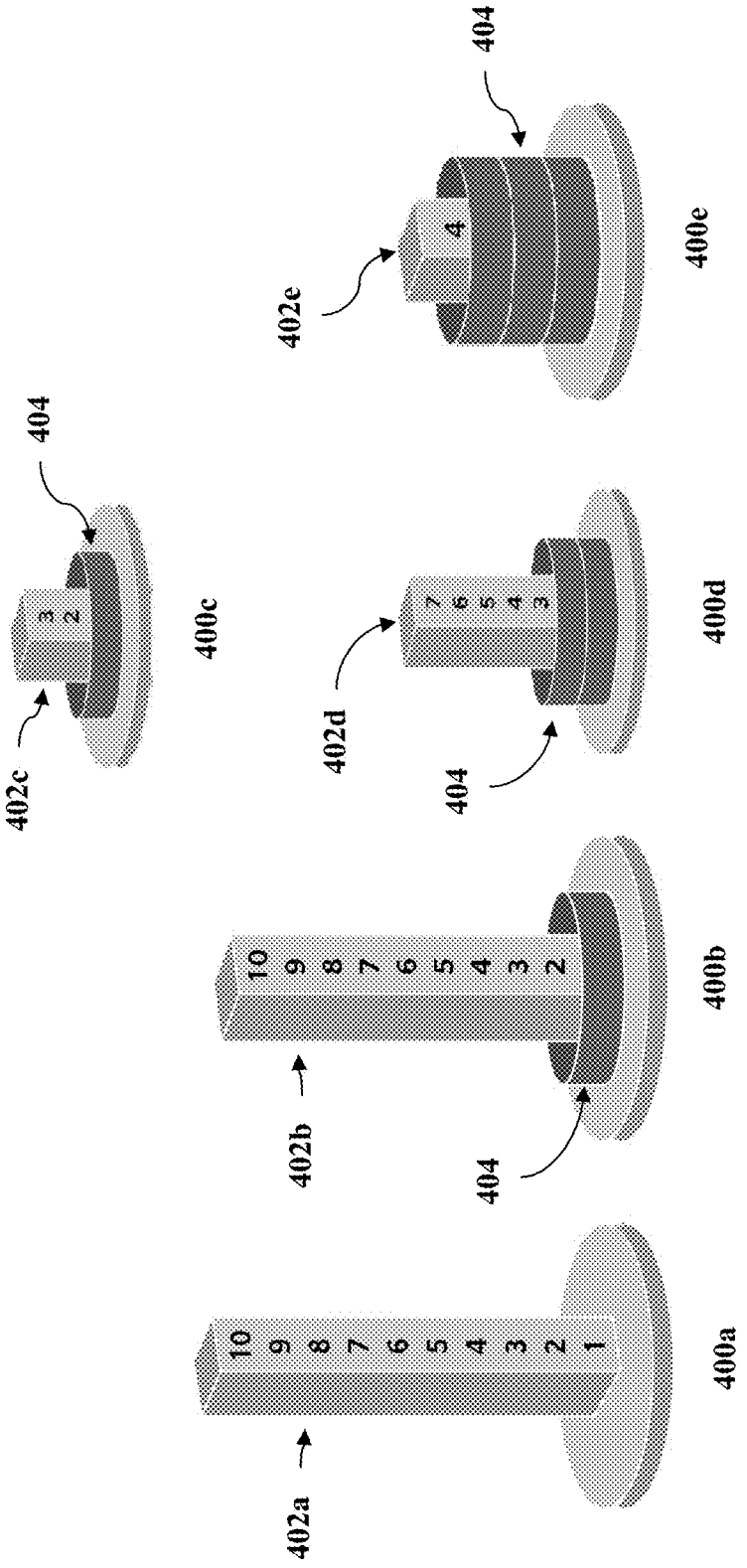


Figure 3


404
402e
4
400e
404
3
2
402c
400c
7
6
5
4
3
402d
400d
404
10
9
8
7
6
5
4
3
2
402b
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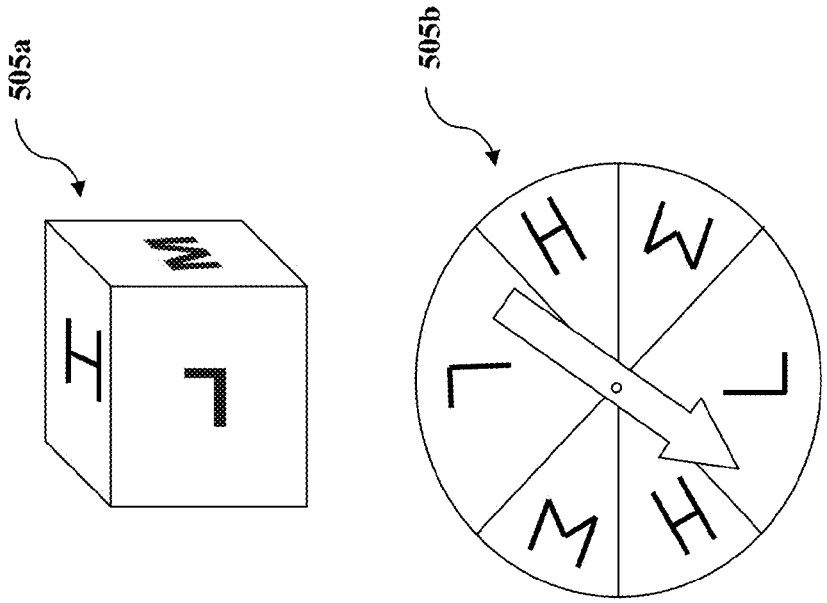
404
10
9
8
7
6
5
4
3
2
1
402a
400a

Figure 4


505a
H
M
L
505b
H
M
L
L
H
M

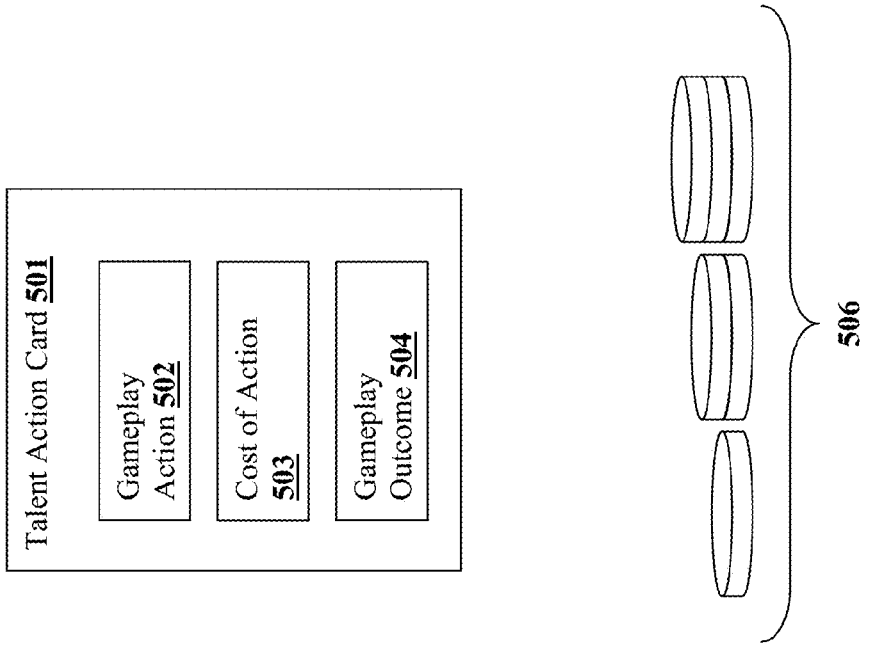

Talent Action Card 501
Gameplay Action 502
Cost of Action 503
Gameplay Outcome 504
506

Figure 5

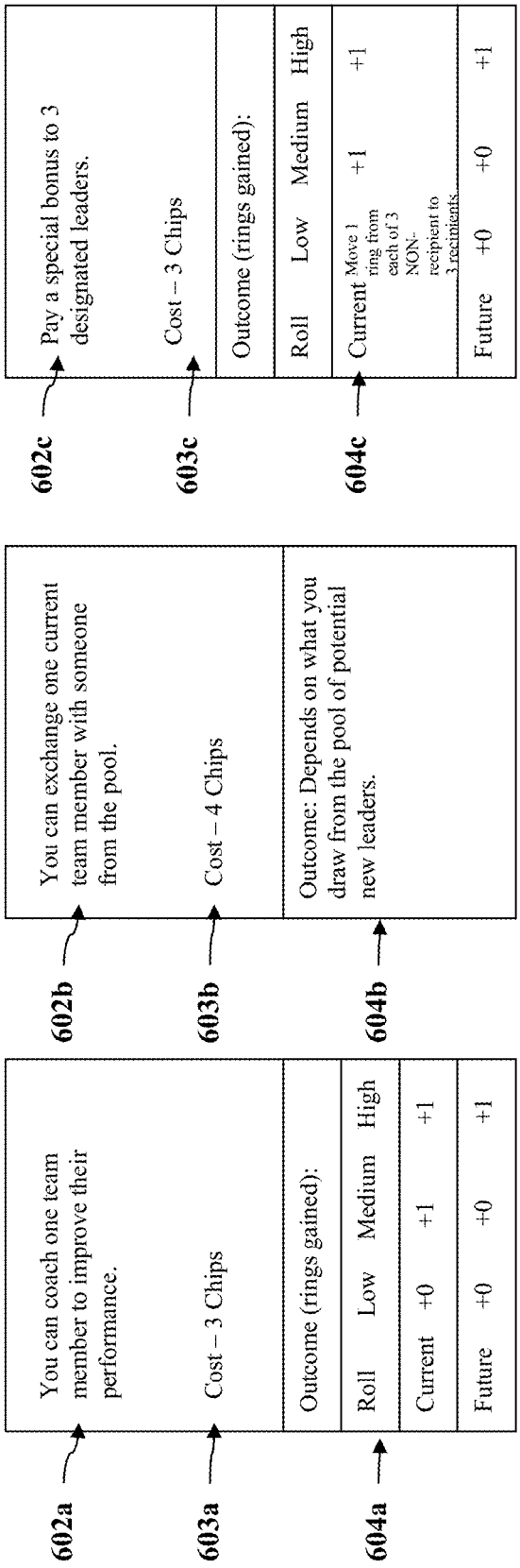

602a
You can coach one team member to improve their performance.
603a
Cost – 3 Chips
604a
Outcome (rings gained):
Roll Low Medium High
Current +0 +1 +1
Future +0 +0 +1
601a
602b
You can exchange one current team member with someone from the pool.
603b
Cost – 4 Chips
604b
Outcome: Depends on what you draw from the pool of potential new leaders.
601b
602c
Pay a special bonus to 3 designated leaders.
603c
Cost – 3 Chips
604c
Outcome (rings gained):
Roll Low Medium High
Current Move 1 ring from each of 3 NON-recipient to 3 recipients +1 +1
Future +0 +0 +1
601c

Figure 6A

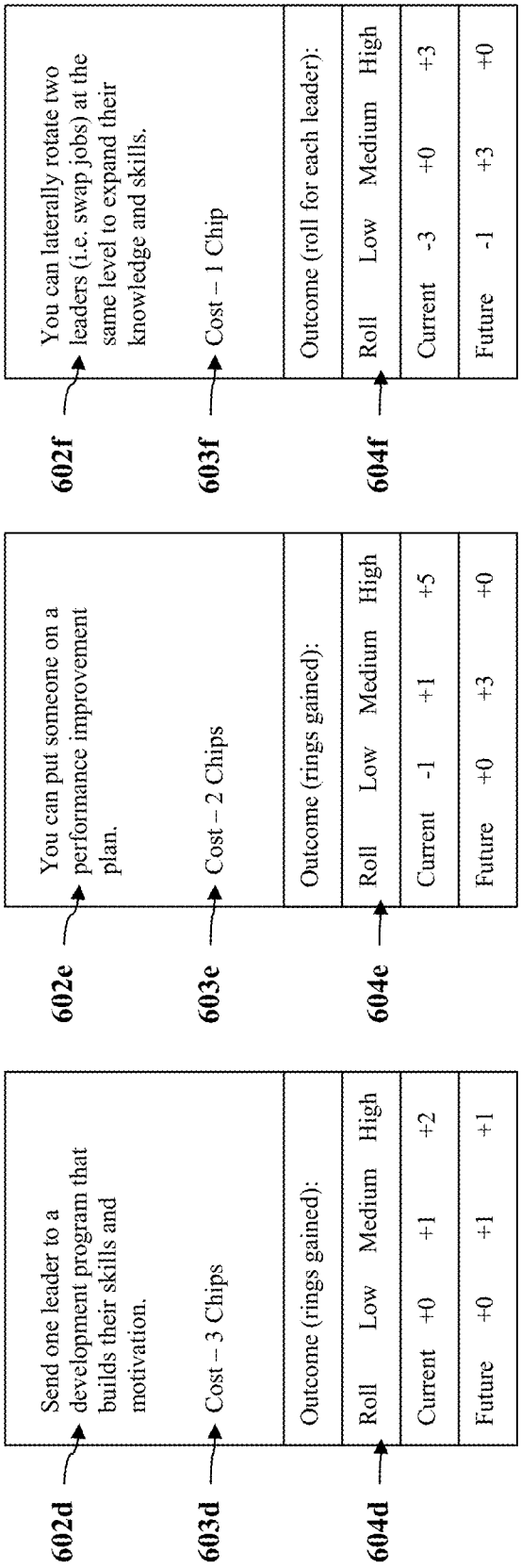
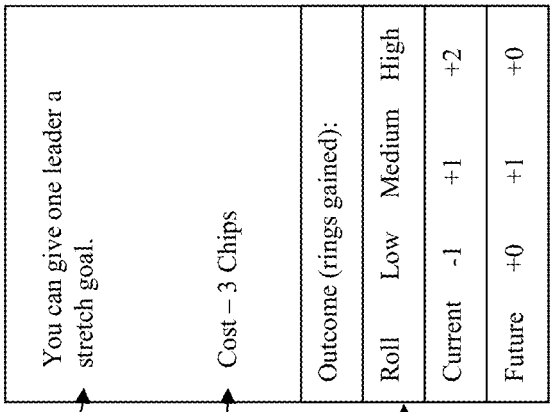
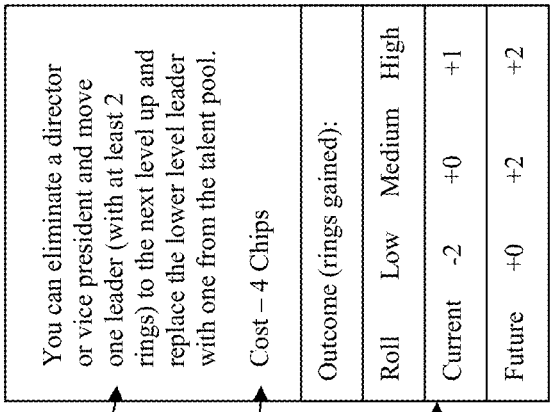

602d
Send one leader to a development program that builds their skills and motivation.
603d
Cost – 3 Chips
604d
Outcome (rings gained):
Roll Low Medium High
Current +0 +1 +2
Future +0 +1 +1
601d
602e
You can put someone on a performance improvement plan.
603e
Cost – 2 Chips
604e
Outcome (rings gained):
Roll Low Medium High
Current -1 +1 +5
Future +0 +3 +0
601e
602f
You can laterally rotate two leaders (i.e. swap jobs) at the same level to expand their knowledge and skills.
603f
Cost – 1 Chip
604f
Outcome (roll for each leader):
Roll Low Medium High
Current -3 +0 +3
Future -1 +3 +0
601f

Figure 6B



601h



601g

Figure 6C

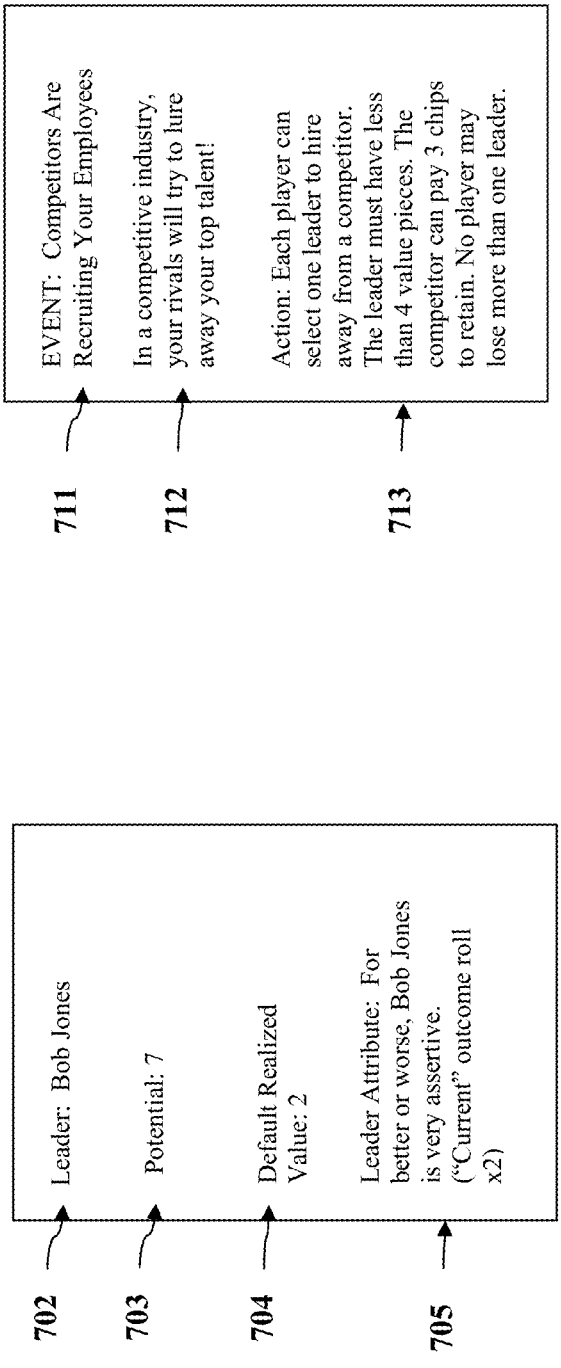

EVENT: Competitors Are Recruiting Your Employees
In a competitive industry, your rivals will try to lure away your top talent!
Action: Each player can select one leader to hire away from a competitor. The leader must have less than 4 value pieces. The competitor can pay 3 chips to retain. No player may lose more than one leader.
711
712
713
710
Leader: Bob Jones
Potential: 7
Default Realized Value: 2
Leader Attribute: For better or worse, Bob Jones is very assertive. ("Current" outcome roll x2)
702
703
704
705
701

Figure 7

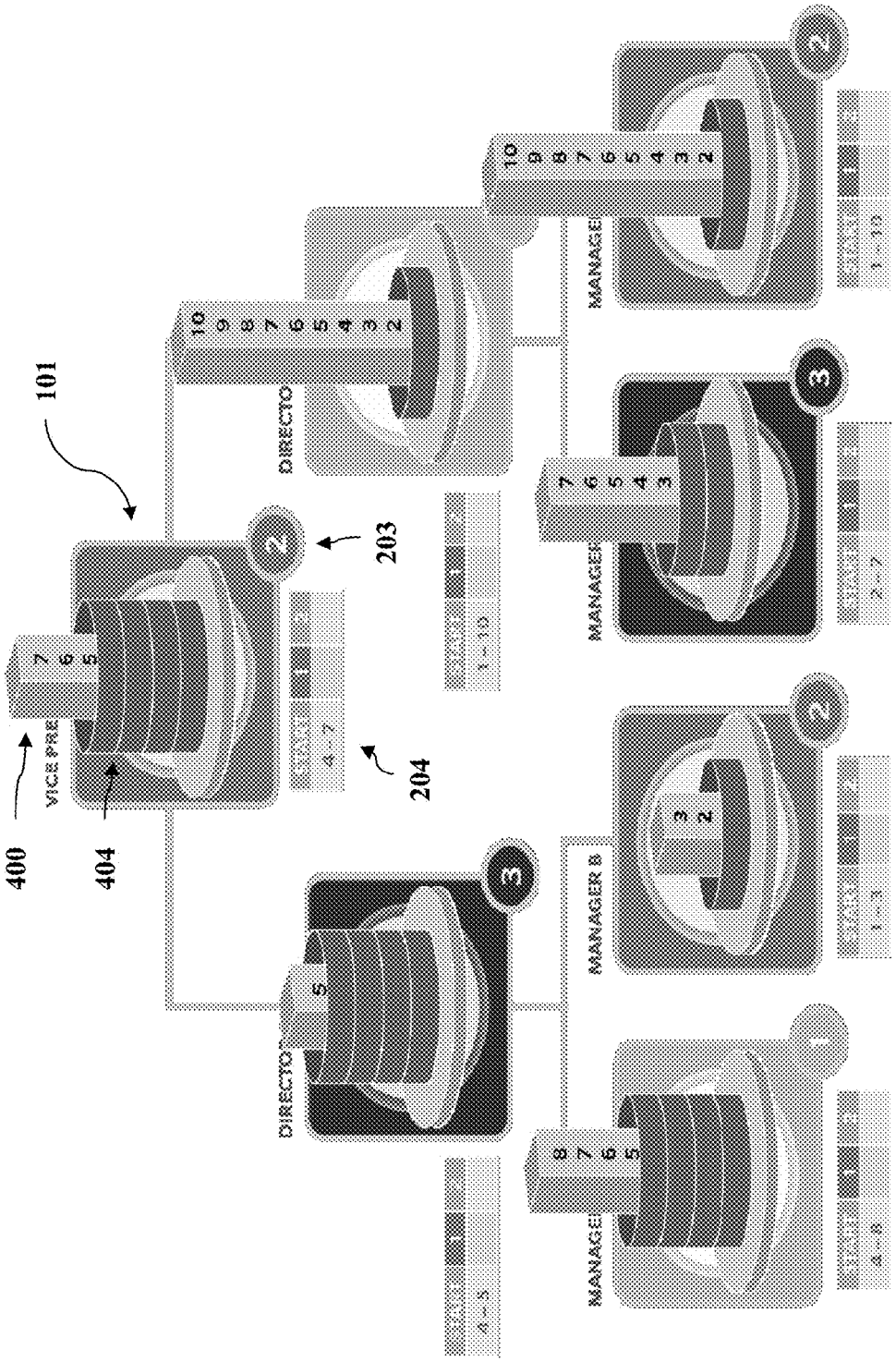


Figure 8

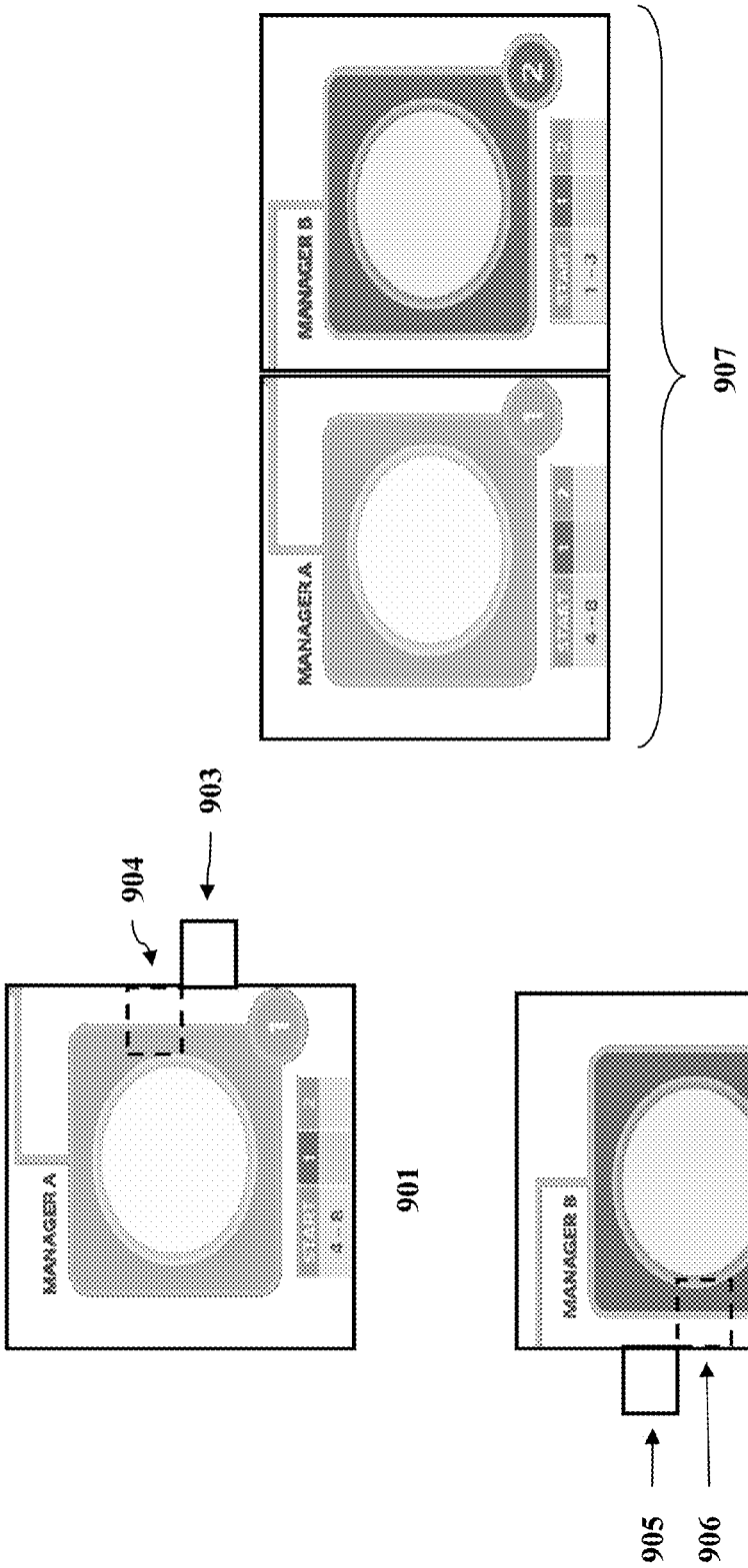


Figure 9

TALENT PORTFOLIO SIMULATION

This application claims priority to U.S. Provisional Application No. 61/929,618 filed Jan. 21, 2014. U.S. Provisional Application 61/929,618 and all other referenced extrinsic materials are incorporated herein by reference in their entirety.

FIELD OF THE INVENTION

The field of the invention is talent and personnel management technologies.

BACKGROUND

The background description includes information that may be useful in understanding the present invention. It is not an admission that any of the information provided herein is prior art or relevant to the presently claimed invention, or that any publication specifically or implicitly referenced is prior art.

A constant challenge for organizations is how to best utilize the talents of its members. With each individual member within an organization comes a unique set of strengths and weaknesses that can affect how the individual member performs their respective functions, thus affecting the organization as a whole. The development of an organization's members can be costly in terms of time and financial investments. Additionally, organizational development at a member level can often result in management becoming individual coaches for each member or making near-sighted or otherwise "one-off" decisions about its members. Unfortunately, this approach results in a lack of focus of the organization as a whole.

Others have put forth effort towards increasing the effectiveness of an organization's individuals. For example:

Non-patent literature publication titled "Learning Path is Simple", published Jun. 28, 2013, discusses the NoviCraft game for team-building by having participants perform team-based problem scenarios. However, this publication lacks discussion as to how any evaluation or suggestion for management of the individuals with respect to the group as a whole, including any long-term team-building as a projection of the individuals as assets.

Non-patent literature publication titled "Team Talk" by Wessex Simulations, published Jun. 28, 2013 discusses a board game directed toward team-building via teamworking, communication and group awareness. The game does not discuss a future projection or direction regarding maximizing a team as a collection of individual assets. Additionally, the game lacks the incorporation of an organization management or leadership perspective, as it appears to be directed to team-building via the team members themselves.

International patent application publication WO 00/13160 to Mellander discusses the simulation of a business process for a company, including representation of employee professional and social skills. However, Mellander lacks discussion of optimization or future development the talents of the employees with regard to a group.

U.S. Pat. No. 7,983,945 to DiBernardino, et al, issued Jul. 19, 2011, discusses evaluating an organization's human assets via an index value based on human capital productivity and return on investment. However, DiBernardino lacks discussion of the future development of the organization's human assets. Further, DiBernardino lacks any discussion of a game or simulation environment.

All publications identified herein are incorporated by reference to the same extent as if each individual publication or patent application were specifically and individually indicated to be incorporated by reference. Where a definition or use of a term in an incorporated reference is inconsistent or contrary to the definition of that term provided herein, the definition of that term provided herein applies and the definition of that term in the reference does not apply.

The following description includes information that may be useful in understanding the present invention. It is not an admission that any of the information provided herein is prior art or relevant to the presently claimed invention, or that any publication specifically or implicitly referenced is prior art.

In some embodiments, the numbers expressing quantities of ingredients, properties such as concentration, reaction conditions, and so forth, used to describe and claim certain embodiments of the invention are to be understood as being modified in some instances by the term "about." Accordingly, in some embodiments, the numerical parameters set forth in the written description and attached claims are approximations that can vary depending upon the desired properties sought to be obtained by a particular embodiment. In some embodiments, the numerical parameters should be construed in light of the number of reported significant digits and by applying ordinary rounding techniques. Notwithstanding that the numerical ranges and parameters setting forth the broad scope of some embodiments of the invention are approximations, the numerical values set forth in the specific examples are reported as precisely as practicable. The numerical values presented in some embodiments of the invention may contain certain errors necessarily resulting from the standard deviation found in their respective testing measurements.

Unless the context dictates the contrary, all ranges set forth herein should be interpreted as being inclusive of their endpoints and open-ended ranges should be interpreted to include only commercially practical values. Similarly, all lists of values should be considered as inclusive of intermediate values unless the context indicates the contrary.

As used in the description herein and throughout the claims that follow, the meaning of "a," "an," and "the" includes plural reference unless the context clearly dictates otherwise. Also, as used in the description herein, the meaning of "in" includes "in" and "on" unless the context clearly dictates otherwise.

The recitation of ranges of values herein is merely intended to serve as a shorthand method of referring individually to each separate value falling within the range. Unless otherwise indicated herein, each individual value is incorporated into the specification as if it were individually recited herein. All methods described herein can be performed in any suitable order unless otherwise indicated herein or otherwise clearly contradicted by context. The use of any and all examples, or exemplary language (e.g. "such as") provided with respect to certain embodiments herein is intended merely to better illuminate the invention and does not pose a limitation on the scope of the invention otherwise claimed. No language in the specification should be construed as indicating any non-claimed element essential to the practice of the invention.

Groupings of alternative elements or embodiments of the invention disclosed herein are not to be construed as limitations. Each group member can be referred to and claimed individually or in any combination with other members of the group or other elements found herein. One or more members of a group can be included in, or deleted from, a group for reasons of convenience and/or patentability. When any such inclusion or deletion occurs, the specification is herein deemed to contain the group as modified thus fulfilling the written description of all Markush groups used in the appended claims.

Thus, there is still a need for systems and methods of educating and developing an organization's management of its members in an engaging and effective manner, whereby the members of an organization can be managed as short-term and/or long-term assets to the organization.

SUMMARY OF THE INVENTION

The inventive subject matter provides apparatus, systems and methods in which a talent management portfolio game can be used by managers or other members of an organization to simulate managing the members of their organization.

The talent portfolio simulation game includes at least one game board having a plurality of game spaces representative of various positions in an organization. The game spaces can be organized according to the hierarchy of an organization, such as a tree-structured hierarchy. Thus, the game board can represent an organization or a section or subset of an organization, such as a leadership structure of an organization.

The game can also include a plurality of game pieces used to represent members of an organization. The game pieces can represent the development or value potential of the member, such as by having vertical members of various lengths. The game spaces of the game board can include spaces that can accommodate the placement of the game pieces on the game board during game play. The game spaces can also include a default starting configuration for a game piece on that space at the start of the game, whereby the default starting configuration indicates the potential of a game piece that is to be placed on the game space at the start, as well as the realized value of the game piece at the start of the game.

The talent portfolio simulation game can also include value pieces representative of a member's realized value or realized talent. The value pieces are attachable to the game pieces to represent how much of a member's potential has been realized. The value pieces can comprise ringed pieces that can be attached by placing them on the vertical member of a game piece. As gameplay progresses, value pieces can be added or removed from a game piece on the game board to represent the development or regression of the leader or member represented by the game piece.

During gameplay, the actions that players can take can be governed by talent action cards. The talent action cards can include a description of the gameplay action provided by the card, a cost to play the talent action card and a gameplay outcome that indicates one or more possible results of the gameplay action. To play the talent action card, a player can pay the cost of the gameplay action via game chips included with the talent portfolio simulation game.

Some talent action cards can include more than one possible gameplay outcome. These outcomes can be categorized according to "current" and "future" outcomes, whereby the "current" outcomes are implemented right away and the "future" outcomes can be implemented at the start of a future gameplay round. Additionally, the possible outcomes can be categorized according to a "low" outcome, a "medium" outcome, and a "high" outcome.

To determine whether the applicable outcome is "low", "medium" or "high", the game includes a spinner or die having corresponding indicators of "L", "M" and "H". In embodiments, the indicators of "L", "M" and "H" can be evenly or unevenly distributed on the spinner or die. Thus, to determine the outcome(s) of a particular talent action card, a player spins the spinner (or rolls the die) and implements the outcome of the talent action card according to the spinner (or die) result.

The talent portfolio simulation game can include leader cards that correspond to the game pieces available from a pool of game pieces during gameplay. Thus, when a player exchanges a game piece from their board for a new game piece (e.g., as a result of playing a talent action card), the player can draw a leader card which can indicate the game piece that the player is awarded to replace the surrendered game piece and the amount of value pieces that the new game piece is to contain upon introduction into the game.

In an organization, there can be events beyond the control of the members or management of the organization that can affect the composition and status of the organization's members. In the talent portfolio simulation game, these events can be introduced into gameplay via event cards. The event cards can include a description of an event and an event gameplay action that is to occur when the event card is played. Examples of event gameplay actions can include forcing all players to swap game pieces with each other, to allow players to "hire away" game pieces from other players, to swap game pieces with pieces from a pool, to pay chips to retain game pieces, etc.

At the start of a game, each player can receive a game board. For each game board, a player can receive game pieces and value pieces according to the starting conditions of the board indicated by the game spaces. Each player can get a set of talent action cards for the first round and a set of chips.

The gameplay can include a number of rounds whereby talent action cards can be played within each round. The gameplay actions for the talent cards can be implemented within the round and, as applicable, at the start of future rounds. Each round can end when the players no longer have enough chips to play any additional talent action cards, when all players have played all of the talent action cards they wish to play for the round, and/or when the time allotted for a round has expired.

After a round has ended and prior to the start of a new round, one or more event cards can be played, the gameplay actions of the event card(s) carried out, and each player's game board updated to account for the gameplay actions of the event cards. In embodiments, the event cards can additionally or alternatively be played during gameplay rounds. The event cards can be drawn in between rounds by the players participating in the game. Alternatively, the event cards can be managed by a game master or moderator, which can draw the cards at random or can selectively play the event cards.

At the start of a new gameplay round, any "future" outcomes from talent action cards played in previous rounds are implemented for applicable game pieces on game boards. Following that, the potential and realized value of each game space on the game board can be updated, such as on a score box on each game space. Similarly, totals of potential and realized value for the entirety of the game board can be updated, such on a score box of the game board.

In an organization, roles and positions can have varying degrees of criticality, even within seemingly equal titles or hierarchy levels. This criticality can be reflected via multipliers on each game space corresponding to the criticality of the position within the organization. The multiplier of each game space can serve to increase the scoring associated with the game piece on the game space by providing an augment factor to the potential and realized values of the game piece. In embodiments, the game spaces on the game board can be color-coated to reflect the relative criticality or importance of the position within the organization. In these embodiments, the color scheme can be reflective of the multiplier value (e.g., a first color or color shade for all game spaces with a first

multiplier value, a second color or color shade for all game spaces with a second multiplier value, and so on).

At the end of the game, a winner can be determined based on the state of each player's game board at the time the game ended. The winner can be determined based on a combination of the total potential value and total realized value for all game pieces on each player's board. In embodiments, additional winning conditions must be met to declare a winner.

Various objects, features, aspects and advantages of the inventive subject matter will become more apparent from the following detailed description of preferred embodiments, along with the accompanying drawing figures in which like numerals represent like components.

BRIEF DESCRIPTION OF THE DRAWING

FIG. **1** provides an overview of the talent portfolio simulation game board.

FIG. **2** provides a detailed view of a game space within the game board.

FIG. **3** provides an example of a game piece.

FIG. **4** provides additional examples of various game pieces and the attachment of value pieces thereto.

FIG. **5** provides illustrative examples of a talent action card, a die, a spinner, and game chips, according to embodiments of the inventive subject matter.

FIGS. **6**A-**6**C provide additional examples of various talent action cards.

FIG. **7** provides illustrative examples of a leader card and an event card.

FIG. **8** provides an example of the game board having game pieces and value pieces placed according to the game's start conditions in embodiments of the inventive subject matter.

FIG. **9** provides an example of individual game board pieces separately and interlocked together to form part of a game board.

DETAILED DESCRIPTION

It should be noted that any language directed to a computer should be read to include any suitable combination of computing devices, including servers, interfaces, systems, databases, agents, peers, engines, controllers, or other types of computing devices operating individually or collectively. One should appreciate the computing devices comprise a processor configured to execute software instructions stored on a tangible, non-transitory computer readable storage medium (e.g., hard drive, solid state drive, RAM, flash, ROM, etc.). The software instructions preferably configure the computing device to provide the roles, responsibilities, or other functionality as discussed below with respect to the disclosed apparatus. In especially preferred embodiments, the various servers, systems, databases, or interfaces exchange data using standardized protocols or algorithms, possibly based on HTTP, HTTPS, AES, public-private key exchanges, web service APIs, known financial transaction protocols, or other electronic information exchanging methods. Data exchanges preferably are conducted over a packet-switched network, the Internet, LAN, WAN, VPN, or other type of packet switched network.

One should appreciate that the disclosed techniques provide many advantageous effects, including encouraging the improvement and development of an organization's talent management in both the short- and long-term via an engaging interactive environment.

The following discussion provides many example embodiments of the inventive subject matter. Although each embodiment represents a single combination of inventive elements, the inventive subject matter is considered to include all possible combinations of the disclosed elements. Thus if one embodiment comprises elements A, B, and C, and a second embodiment comprises elements B and D, then the inventive subject matter is also considered to include other remaining combinations of A, B, C, or D, even if not explicitly disclosed.

As used herein, and unless the context dictates otherwise, the term "coupled to" is intended to include both direct coupling (in which two elements that are coupled to each other contact each other) and indirect coupling (in which at least one additional element is located between the two elements). Therefore, the terms "coupled to" and "coupled with" are used synonymously.

FIG. **1** is an illustrative example of a game board **100** according to embodiments of the inventive subject matter.

As shown in FIG. **1**, the game board **100** includes a plurality of game spaces **101** arranged according to the leadership structure of an organization. The example board **100** of FIG. **1** shows the game spaces **101** arranged in a hierarchical tree structure. However, in embodiments, the arrangement of the game spaces **101** on the game board **100** can be configured to reflect any type of organizational structure. As shown in FIG. **1**, the game board **100** includes seven game spaces **101**. In embodiments, the game board **100** can have a greater or lesser amount of game spaces **101**, whereby the number of game spaces **101** can be selected to reflect the size of an organization, a subset (e.g., department, office within the organization, a leadership structure within a larger organization, etc.) of the organization being represented, and a level of granularity within the organization being represented.

In embodiments, the game board **100** can include a score box whereby the organizational score for the entirety of the particular game board **100** can be totaled and entered for each round. In embodiments, this score box can comprise material that allows for the entry of erasable values (e.g., via chalk, dry-erase marker, etc.). In other embodiments, the score box can be provided via a plurality of paper sheets that can be torn off and discarded after use, or via a separate notebook or other collection of paper sheets.

FIG. **2** provides a detailed view of an example game space **101**. Game space **101** can include a title, name or other identifier **201** (e.g., "Vice President" as shown in the illustrative example) of the position within the organization.

Game space **101** can also include a game piece placement space **202**, whereby game pieces are placed during gameplay. In embodiments, the game piece space **202** can match the dimensions of one or more of the game pieces' bases. In embodiments, the game piece space **202** can be printed onto the game board **100**. In embodiments, the game piece space **202** can be of a different level than the surface of the game board **100** surrounding it. For example, the game piece space **202** can be recessed into the game board **100** such that the base of a game piece can be held in place within the recessed game piece space **202**. In another example, the game piece space **202** can project upwardly from the game board **100** such that a corresponding recess on the underside of the game piece base fits around the projected game piece space **202**.

In FIG. **2**, the game piece space **202** is shown as having a round shape. However, the game piece space **202** can have other shapes. In embodiments, the shape of the game piece space **202** can be determined by a particular position represented by the game space **101** or a level in a hierarchy structure to which game space **101** belongs.

The game space **101** can also include a multiplier **203**. The multiplier **203** is representative of the importance of the particular job or position within the organization. Thus, the mul-

tiplier can be a value that is used as a multiplication factor for the potential and the realized value of the game piece played on the game space **101** to determine scoring for the position within the organization. In the example illustrated in FIG. **1**, the multiplier **203** can be an integer of "1", "2" or "3". It is contemplated, however, that the multiplier can include numbers larger than 3, depending on the criticality of a particular position, the amount of game spaces **101** on a particular board, etc.

In embodiments, certain game spaces **101** that represent positions that are deemed "critical" within the organization can be assigned the highest multiplier **203** values in the game. These critical game spaces **101** can also be indicated by a particular color or shade of color to emphasize their importance. In the example illustrated in FIG. **1**, the game spaces **101** representing "Director A" and "Manager C" are critical, as noted by their multiplier **203** values of "3" and their dark shading relative to the other game spaces.

In embodiments, game spaces **101** can include a scoring box **204**. The scoring box **204** can include an indication of the game piece that is to be placed in the game space **101** at the start of the game via an indication of the game piece's potential (i.e., the indicia on the game piece), as well as the number of value pieces attached to the game piece at the start of the game. In FIG. **2**, the scoring box **204** shows that at the start of the game, the game piece on the illustrated game space **101** should be one having a potential of "7" and should have four value pieces attached (i.e., the "4-7" indication). The scoring box **204** can also include additional entries for the number of rounds to be played in the game, such that the potential capacity of a piece (e.g. due to replacing the game piece with a new piece) and/or the amount of value pieces attached to the game piece can be entered for each round. In the example of FIG. **2**, the scoring box **204** includes entries for two rounds of play. In embodiments, the scoring box **204** can comprise material that allows for the entry of erasable values (e.g., via chalk, dry-erase marker, etc.). In embodiments, the scoring box **204** can be provided with the game board **100** via a separate note pad, allowing for the discard of used scoring boxes.

FIG. **3** shows an example of a game piece **300**, according embodiments of the inventive subject matter. As shown in FIG. **3**, the game piece **300** includes a base **301** and a vertical member **302** attached to base **301**.

The vertical member **302** can include indicia **303**, such as numerical indicia. The indicia **303** can be of a numerical or other sequential order, starting from the lower end of vertical member **302** and ascending to the upper end of vertical member **302**. The indicia **303** indicates the potential of the individual represented by game piece **300** as the capacity of value pieces that can be attached to the game piece **300** during gameplay.

The value represented by the length of the vertical member **302** can be considered to be a long-term or potential value of an individual of the organization. In other words, the untapped or as-of-yet unrealized full potential of the individual. These potential values can be reflective of an individual's overall potential talent, an individual's total potential productivity, an individual's potential professional and/or personal growth or development, an individual's potential monetary value to an organization (e.g., sales, a measure of individual's contributions against the individual's cost to the organization, etc.), or other potential quantified characteristic being modeled.

As used herein, the game piece **300** can be considered to represent a member, individual, or leader of an organization. As such, the terms "member", "individual" and "leader" can be considered to be interchangeable unless specifically noted otherwise.

In preferred embodiments, the length of vertical member **302** is dictated by the indicia **303**, whereby the length of the vertical member **302** is such that the length fits the largest number or other entry in the indicia's sequence without "empty" space sufficient to fit attachable value pieces beyond the amount indicated by the indicia **303**. In FIG. **3**, the example game piece **300** is shown as having a potential of "10", with the vertical member **302** of a sufficient length to fit the indicia sequence of "1" through "10". However, it is contemplated that the talent simulation game include game pieces **300** having varying potential amounts. Thus, the length of the vertical member **302** for those game pieces **300** will be of varying lengths to accommodate the indicia corresponding to their respective potential amounts.

In embodiments, game piece **300** can include identifying information for the game piece. For example, each game piece **300** within a game can have a name printed on the base such that the game pieces can be easily identified and tracked during gameplay.

In embodiments, game piece **300** can include an indicator of the total potential **304** of the game piece on the top surface of the vertical member **302**. In these embodiments, the indicator **304** can be included in addition to the indicia **303**. Alternatively, the indicator **304** can be included on a game piece **300** instead of the indicia **303**.

FIG. **4** provides examples of game piece **300**, wherein game pieces **400***a*-**400***e* have corresponding vertical members **402***a*-**402***e* (collectively referred to as game pieces **400**) of various lengths. As shown in FIG. **4**, game pieces **400***a* and **400***b* both have a potential of "10" (like the game piece **300** shown in FIG. **3**), game piece **400***c* has a potential of "3", game piece **400***d* has a potential of "7" and game piece **400***e* has a potential of "4". In the illustrated example, it is contemplated that the talent portfolio simulation game can include one or more game pieces having potentials of anywhere between "1" and "10".

FIG. **4** also provides an illustrated example of value pieces **404** attached to game pieces **400***b*-**400***e*. The value pieces **404** are used in gameplay to represent a unit of value, to an organization, of an individual represented by a game piece **400**. The value pieces **404** are shown as rings that can be attached to the game pieces **400** via placement around the game pieces' vertical member **402**. In this example, the first value piece **404** can be placed around the vertical member **402** such that it rests on the base of the game piece **400**. As shown by game pieces **400***d* and **400***e* subsequent value pieces **404** are placed such that they stack on the value pieces already placed on the game piece. In the example illustrated in FIG. **4**, all of the value pieces **404** are intended to be identical.

In the description of the value pieces **404** herein, the value represented is a realized or short-term value (i.e., the present value of the individual to the organization). The value represented by value pieces **404** can be reflective of an individual's realized talent, an individual's productivity, an individual's professional and/or personal growth or development, an individual's monetary value to an organization (e.g., sales, a measure of individual's contributions against the individual's cost to the organization, etc.), or other quantified characteristic being modeled. In other words, accumulated value pieces **404** on a given game piece **400** can be representative of the amount short term payouts or other short term realized value of the individual whereas the length of the vertical member **402** (i.e., the total number of value pieces **404** that can be attached to the game piece **400**, as indicated by the

indicia on the vertical member **402**) of the game piece **400** can be considered to represent the long-term growth potential of the individual.

The lengths of the vertical members **402** and value pieces **401** are configured such that each game piece **400** is only capable of holding the amount of value pieces **404** indicated by the game piece's indicia. For example, for the game pieces shown in FIG. **4**, game pieces **400***a* and **400***b* can fit a total of ten value pieces, game piece **400***c* can hold a total of three value pieces, game piece **400***d* can fit a total of seven value pieces and game piece **400***e* can hold a total of four game pieces.

In embodiments, the talent portfolio simulation game can include a deck of talent action cards, a set of chips, and a random outcome generator (e.g., a die and/or a spinner).

FIG. **5** provides an illustrative example of a talent action card **501**. Each talent action card **501** can include a gameplay action **502** that can be performed by a player, a cost of the gameplay action **503**, and a gameplay outcome **504** indicating one or more possible outcomes from executing the gameplay action **502**. The talent action cards can be categorized according to coaching cards, developing cards, rotating cards, and replacing cards, according to the actions they represent and based on the outcome of the actions.

FIG. **6**A-**6**C provides examples of talent action cards **601***a*-**601***h*, illustrating various types of talent action card **501** used during gameplay.

As with card **501**, each of the talent action cards **601***a*-**601***h* includes a corresponding gameplay action **602***a*-**602***h*, cost of the gameplay action **603***a*-**603***h*, and gameplay outcome **604***a*-**604***h*.

FIG. **5** also shows examples of random outcome generators **505***a* and **505***b*, according to embodiments of the inventive subject matter. As shown in FIG. **5**, the random outcome generator can comprise a die **505***a*, having markings "L", "H" and "M", corresponding to rolls of "low", "medium" and "high", respectively. The die **505***a* as shown has two of each marking across its six faces. In embodiments, the distribution of the markings can be unequal across the faces of the die. For example, the die may have three "L" markings, two "M" markings and one "H" marking, increasing the odds that a roll of the die **505***a* will result in an "L".

In embodiments, the random outcome generator of the talent simulation portfolio game can include spinner **505***b* instead of die **505***a*. As shown in FIG. **5**, spinner **505***b* can include spaces having markings "L", "H" and "M", corresponding to results of "low", "medium" and "high", respectively. During gameplay, players can spin spinner **505***b* such that the arrow of the spinner will stop on a portion of the spinner having an "L", "H" or "M" marking. The spinner **505***b* illustrated in FIG. **5** includes six portions, such that each marking has two portions each. In embodiments, the spinner **505***b* can include three portions (one for each marking) or be divided into other portion numbers such that each marking has an equal number of portions. In other embodiments, the spinner **505***b* can include a number of portions such that the number of portions for one or more of the markings are unequal, thus changing the probability that a spin will land on a particular marking. The example spinner **505***b* of FIG. **5** shows that the "L" sections are slightly larger than the "H" and "M" sections, such that it is slightly more likely that the arrow will stop on an "L" section than an "H" section or than an "M" section. In other embodiments, the sections can be of equal size such that each marking has an equal chance of returning in a given spin. In other embodiments, the size of the sections can be arranged such that the "H" markings and/or "M" have greater or lesser probabilities of resulting from a spin than the other markings.

Talent action cards **601***a* and **601***c*-**601***h* of FIG. **6** are examples of talent action cards whose corresponding gameplay outcomes **604** are dependent on a roll of a die **505***a* or spin of a spinner **505***b*. In the illustrated examples, the result of the die roll or spinner spin can be a gain or a loss of value pieces **404** on a selected game piece **400**. For gameplay outcomes **604** requiring a roll or spin, the outcomes can include a "current" outcome and a "future" outcome. For a given roll during gameplay, the "current" outcome represents an outcome that is performed immediately after the roll. For example, if a player playing card **601***a* rolls (or spins) an "H", the "current" outcome results in the player adding a value piece **404** on a game piece **400** immediately after the roll or spin (e.g., during the same round of play). Likewise, the "future" outcome represents an outcome that is performed at the start of the next round (or, in embodiments, a subsequent future round). Thus in the example of the player's roll resulting in an "H" for card **601***a*, the player would add two value piece **404** to the game piece **400** at the start of the next gameplay round. Interestingly, if the particular game piece **400** that is to receive a "future" outcome is lost prior to the next gameplay round (e.g., such as by a replacement action via playing an action card **601** or via gameplay events occurring between gameplay rounds), then the "future" outcome is rendered moot and is not carried out.

In embodiments, the gameplay outcome **604** includes both the "current" and "future" outcomes. In other words, during gameplay, both the "current" and "future" outcomes are implemented in response to a spin or roll (to the extent that the "future" outcome remains in play, as described above). In other embodiments, the player may be given the choice to elect whether to play for the "current" outcome or the "future" outcome prior to a roll or spin.

FIG. **5** provides an illustrative example of chips **506** used in the talent portfolio simulation game. In embodiments, the chips **506** in the talent portfolio simulation game can all be identical, and represent an identical amount of in-game currency. In embodiments, the chips **506** can represent various amounts of in-game currency (e.g., chips for 1 in-game unit of currency, chips for 5 in-game units of currency, etc.) and be marked with indicia indicating their in-game values. In embodiments, the chips can be designed such that they resemble real-world currency, can be marked with a company logo or name, or have other such designs. During gameplay, chips **506** can be gained and/or lost by a player and can be used for gameplay actions such as paying for a gameplay action **502** of a talent action card **501**. Thus, the cost **503** of the gameplay action **502** represents the cost in chips **506**.

In embodiments, the game can include leader cards **701** corresponding to game pieces **400** in the talent portfolio simulation game, as shown in FIG. **7**. In embodiments, leader cards **701** can include an identifier **702** of the game piece **400** corresponding to the card **701**. In embodiments, the identifier can be of a particular game piece type (e.g., of a particular potential amount for grouped pieces, a particular hierarchy level, etc.). Leader card **701** can also include an indication of the potential **703** of the corresponding game piece **400** (e.g., the number indicated by the indicia on the vertical member of the game piece) represented by the leader card. For example, a leader card **701** having a potential of "10" corresponds to a game piece having a vertical member **402** with a highest indicia value of ten (such as game piece **400***a* of FIG. **4**). In embodiments where the game pieces **400** do not include identifiers, leader cards **701** will similarly not include identi-

fiers. In these embodiments, the leader cards **701** can then be considered to represent any game piece **400** having the potential **703** indicated by the leader card.

In embodiments, the leader cards can also include an indication **704** of a default number of value pieces **404** that the game piece **400** will have attached upon the initial use of the game piece in the game.

Thus, the illustrative example leader card **701** of FIG. **7** corresponds to the "Bob Jones" game piece **400**, which has a potential **703** of "7" and a default starting realized value **704** of "2", meaning that when introduced into the game, the game piece **400** will have two value pieces **404** attached. In embodiments where the identifier **702** is not included on leader card **701**, the illustrated leader card **701** can correspond to any game piece **400** having a potential of "7" and will have a realized starting value of "2". Game piece **400***d* of FIG. **4** provides an illustration of such a game piece with two default starting value pieces **404**.

In embodiments, the leader card **701** can include a leader attribute **705** corresponding to a gameplay modifier or action that can occur while the game piece **400** corresponding to the leader card **701** is in play. These leader attributes can be representative of qualities or characteristics of a leader or individual that can affect their performance in a position, their growth, their progress within an organization and, ultimately, the performance of the organization as a whole. In the example of FIG. **7**, the leader attribute **705** serves to multiply the "current" outcome **604** of a talent action card roll played for the "Bob Jones" game piece **400** by a factor of two. This can result in twice as many value pieces **404** gained from a talent action card **601**. However, as sometimes the outcomes **604** can have negative consequences, it also can result in twice as many value pieces **404** lost as a result of playing a talent action card **601**. Other leader attributes **705** can include an effect on other game pieces (e.g., for every three value pieces **404** gained by the game piece represented by the card during gameplay, add a value piece to two other game pieces on the board), the ability to have more chips and/or talent action cards for a particular round by the player, etc.

As illustrated in FIG. **7**, the talent portfolio simulation game can include event cards **710** that are representative of events that occur in talent management that are not controllable by the organization or its leaders. Event cards **710** are played between gameplay rounds, and can represent the occurrence of events such as events out of an organization's control. The event cards **710** can include an identifier of the event **711**, a description of the event **712**, and an event gameplay action **713** to be taken by one or more players as a result of the event. In the example illustrated in FIG. **7**, the action **713** allows each player to select a game piece **400** from a rival player to replace one of their own. As stated by card **710**, in this example, the selected game piece **400** to "steal" must have less than four value pieces **404** attached. Also, in defense, the rival player can opt to pay three chips **506** to retain the selected game piece **400** (e.g., representing a retention bonus). In addition, the gameplay action **713** can add additional conditions, such as restricting the hiring away of other players' leaders to those of a particular position within the organization, or that the selected leader must then (if won) replace the leader of the same position in the player's own organization. Examples of other gameplay actions **713** on event cards **710** can include rotating game pieces **400** between different players (e.g., "every player give your "Director A" game piece to the player on your right"), adding or subtracting value pieces **404** from one or more game pieces **400** from each player's board **100**, adding or subtracting chips from each player's total for the next round, etc. In embodiments, the event cards **710** can be drawn in between rounds by one of the players. In other embodiments, the event cards **710** can be played by a designated moderator or game master. In these embodiments, the moderator can draw event cards **710** at random or, alternatively, can be allowed to view the cards prior to a selection.

The following is an illustrative example of talent portfolio simulation gameplay, according to the systems and methods of the inventive subject matter.

At the start of the game, each player receives a game board **100**, default starting game pieces **400** (e.g., the game pieces **400** that are placed on the board **100** at the start of the game for each player), the default starting value pieces **404** to place on the default starting game pieces **400** according to the game's start conditions, a plurality of talent action cards **501** and a plurality of chips **506**.

FIG. **8** provides an example of the game board **100** of FIG. **1** having game pieces **400** and attached value pieces **404** arranged at the start of the game, according to the start conditions. As discussed above, the game board's starting condition can be indicated by the scoring box **204** of each game space **101**. Thus, in the example in FIG. **8**, each game space **101** is shown as having a number of value pieces **404** attached to a game piece **400** of a particular potential, as indicated by the corresponding scoring box **204**. For example, for the "Vice President" game space **101**, the game piece **400** has a potential of "7" (as indicated by the indicia of the game piece), and has four value pieces **404** attached, as indicated by start box **204** having a start value of "4-7". In preferred embodiments, each player's game board **100** is identical and each player has identical starting conditions with regard to game pieces **400** and value pieces **404** attached thereto.

In embodiments, each player receives four talent action cards **501**. The amount of chips received by each player can such that a player cannot play all four talent action cards **501** in the same round. For example, a player can receive nine chips for a round. In embodiments, the players can hold a maximum of nine chips per round. In other embodiments, leftover chips from a round can be carried over to subsequent rounds such that a player can have more than nine chips in the round.

Also present at the start of the game is a pool of talent action cards **501**, a pool of game pieces **400**, a pool of leader cards **701** corresponding to the game pieces **400** in the pool of game pieces, a pool of value pieces **404**, die **505***a* (or spinner **505***b*), and a pool of event cards **710**. If a moderator is involved, then the moderator receives the pool of event cards **710**.

In the description of the inventive subject matter herein, the term "player" is used to describe an individual participant in the game having a game board. It is understood, however, that the gameplay can involve teams of players for each game board collectively working together to try and win.

At the start of the game, the starting conditions (e.g., the total realized value and total potential value) for each player can be calculated and noted on the organization's score box. The total realized value for an organization (i.e., each player's board **100**) is the score according to the number of realized value represented by the value pieces **404**. The total potential value, in turn, is the score according to the total amount of potential of the leaders in the organization (i.e., the indicia of all of the game pieces **400**).

If all of the roles within the organization were of equal importance, then the calculated state of the organization would be "17-50" because, across all of the game pieces **400** on the board **100**, there are a total of 17 value pieces **404** and the sum of the potential of all of the game pieces **400** is 50. However, not all roles in the organization are equal. As dis-

cussed above with regard to game spaces **101** in FIG. **2**, some roles are more critical than others. Thus, for each game space **101**, the scoring for the particular space for both the realized value and potential value is multiplied by the multiplier **203**. Thus, in the example of FIG. **8**, the scoring for the board **100** at the start of the game, taking account the multipliers **203** for all game spaces **101**, is "35-94".

In a round of gameplay, a player can select one or more of the talent action cards **600** they currently hold to play towards one or more of their game pieces **400**. In embodiments, only one talent action card **600** can be played for any one game piece **400**. In alternative embodiments, more than one talent action card **600** can be played on a single game piece **400**. In a variation of these embodiments, a particular talent action card **600** cannot be played for a single game piece **400** more than once in a round. In embodiments, these restrictions on the ability to play talent action cards **600** can be included on the cards **600** themselves.

If the player decides to play a talent action card to a game piece **400**, the player pays the cost **503** of the gameplay action **502** indicated on the talent action card. The player then rolls the die **505***a* or spins the spinner **505***b* to determine the outcome **504** of the game action **502**.

For example, a player selects a coaching card such as card **601***a*, where the action **602***a* is to "coach one team member to improve their performance." The player pays three chips per the cost **603***a* and decides to apply the card to "Director A" on game board **100**. To determine the outcome **604***a* of playing card, the player rolls the die **505***a* and rolls an "M". Thus, the outcome is that the player adds one value piece **404** to the game piece **400** on the board for the "current" outcome for a "medium" roll.

In another example, the player draws an exchange card, such as card **601***b*. The action **602***b* enables the player to exchange a game piece **400**, including any value pieces **404** attached thereto, currently on one of their game spaces for a game piece **400** from the pool. To do so, the player selects a leader card **701** from the pool, and places the corresponding game piece **400** having the potential indicated by the leader card **701** onto the vacated game space, as well as attaching value pieces **404** to the game piece **400** as indicated by the leader card **701**. As in real life, replacing talent can be a risky proposition because the organization never truly knows exactly what they are going to get. As such, the leader represented by the game piece **400** indicated by selected leader card **701** can have more or less realized value and more or less realized potential than the leader (i.e. game piece **400**) that they are replacing.

Each round in the game can continue until all players have exhausted their supply of chips **506** (i.e., no one has sufficient chips **506** to play any additional talent action cards **600**) and/or until all players have made all the moves they want to make for the round (e.g., a player may have sufficient chips left for additional talent action cards, but elects to stop playing for the round). In embodiments, the rounds can be timed and as such, the exhaustion of the round time indicates the end of the round regardless of whether or not all players have finished the gameplay actions of the round.

At the end of a round, the organization score (i.e., total score for a game board) for the player can then be recalculated. Assuming that the example of playing talent card **601***a* above is the only card played in the round, the score for the organization (i.e. game board **100**) as a whole can be recalculated based on the change to the "Director A" position. Since the "Director A" game space **101** includes a multiplier of "3", the realized value for this game space is increased by three with the addition of a single value piece **404**. Thus, at the end of the first round, the organizational score for this player's board **100** is updated and is "38-94".

In between rounds, an event card **710** is drawn from the pool and played. In games involving a moderator or gamemaster, the event card **710** is drawn and played by the moderator as described above, and the gameplay action **713** is carried out by the players affected or to whom the gameplay action **713** is relevant. In embodiments, only one event card **710** is played in between each round. In other embodiments, more than one event card **710** can be played.

In embodiments, event cards **710** can be played during a round. In these embodiments, the playing of an event card **710** is preferably performed by a moderator. The playing of an event card **710** during a round can affect gameplay by limiting the ability of a player to react. For example, players that had spent most or all of their chips **506** prior to the playing of an event card **710** will be at a higher risk of adverse effects of the event card **710** because they will be less able to allocate chips **506** to offset the effects.

After the event card **710** has been played and gameplay action **713** is carried out by each player, the players can be given a new set of talent action cards **601** and a new set of chips **506** from the pool in preparation for the next round. As discussed herein, the amount of talent action cards **601** and chips **506** awarded to each can depend on the gameplay rules for the game limiting the amount of cards and chips each player can hold. In embodiments, the players can be required to discard any remaining talent action cards **601** and receive a whole new set of cards. In other embodiments, new cards can be given to a player only to replenish those that were spent. In embodiments, the player can be given the option of replacing one or more of cards they currently hold with new cards up to the maximum amount of cards **601** that the player can hold.

In embodiments, each player receives an identical set of talent action cards **601** at the start of the game and prior to starting each round after the first round, such that the actions available to each player is identical.

At the beginning of the next round, the "future" gameplay outcomes **604** from talent action cards **600** played in the previous round (and that remain applicable given the effects of the event card **710** and/or other talent action cards **601** played in the previous round) are carried out. In the example above whereby talent action card **601***a* was played, the "future" outcome **604***a* indicates a "+0" for a medium roll. Thus, no value pieces **404** are added to the corresponding game piece **400**. If, instead of a "medium" roll, the roll result had been a "high" roll, then the player would add a value piece **404** to the game piece **400** at the start of the new round based on the "future" outcome **604***a* for a "high" roll.

After updating the game pieces **400** on a board **100**, the gameplay of the next round mirrors that of the first round illustrated above. Each subsequent post-round gameplay and round gameplay similarly follows the gameplay described for the number of rounds designated for the game.

At the end of the final round, the current scoring of the organization for each player's board **100** is tallied and used as a basis to determine the winner of the game. In an organization, a member's realized value/talent and future talent potential both have value, and both factor into the value that the member represents for their organization. As such, the winner is determined based on both the total amount of value pieces **404** across all game pieces **400** on each player's board as well as the total potential amount across all game pieces **400** on each player's board. In embodiments, the tally can be a simple sum of the total of value pieces **404** with the total amount of potential for all game pieces **400**. In other embodiments, the final score can be the sum times a multiplier.

In embodiments, one or more of the value pieces sum and the potential sum can be weighted in the calculation of the final score such that emphasis is placed on the realized short-term potential of the leaders (e.g., having more overall value pieces **404**) or on the long-term potential of the leaders (e.g. the total potential amount across the game pieces).

In embodiments, the final score for a player can also incorporate the amount of unrealized potential. For example, the unrealized potential indicated by the amount of potential across all game pieces **400** that does not have a value piece **400** can be used as a tie-breaker, whereby for two players with boards **100** having an equal final score, the board having the most aggregated unrealized potential can be declared the winner. This is reflective of the management of the talent in an organization where the realized talent is at a competitive level, while also accounting for the future potential growth that enables the organization to increase its ability into the future.

In embodiments, the game can include additional conditions that must be met to determine a winner. For example, in addition to having the highest score, the winner cannot have a lower value piece score for their game board than at the start of the game. That is, independent of the potential of the game pieces **400** on the board **100**, the total number of value pieces **404** collectively across the game pieces **400** on the board **100** at the end of the game cannot be lower than they were at the start of the game.

The game board **100** of FIG. **1** is shown as a single-piece board containing all of the game spaces and the hierarchy shown therein. However, it is contemplated that the game board **100** can comprise a plurality of separate pieces that can be assembled to make up the game board, allowing for the addition or subtraction of game spaces from a game board **100** used in the game and for the modification of the organizational structure represented by the game board. In embodiments, the game board pieces can include pieces including the game spaces **101** and one or more connecting lines that can line up with connecting lines of other game board pieces. In embodiments, the game board pieces can simply be lined up with other game board pieces to make up the board according to the connecting lines, such that the connecting lines line up.

In embodiments, the game board pieces can be configured to physically interlock such that the interlocked board pieces are combined to make a unitary game board **100** that will remain together unless the interlocking mechanism is disengaged. FIG. **9** provides an illustrative example of board pieces **901** and **902** having tabs **903** and **905** (shown by the dotted lines), respectively. In connecting the board piece **901** to board piece **902**, the tab **903** of board piece **901** can slide into corresponding space **906** of board piece **902**. Likewise, the tab **905** of board piece **902** can slide into corresponding space **904** of board piece **901**. In the example of FIG. **9**, spaces **904** and **906** are shown via dotted line as being spaces or cavities within the board pieces that do not extend through the top surface of the board pieces. Thus, from the top view of these board pieces, the spaces **904**,**906** are not seen. However, it is contemplated that other interlocking mechanisms that allow for the interlocking of two or more board pieces as part of a game board are suitable. Likewise, in the example of FIG. **9**, the board pieces **901** and **902** are only shown as having a tab and space on a particular side for the purposes of simplicity in illustrating the example. It is contemplated that the interlocking structure can be on more than one side allowing for the interlocking in all sides of the board piece, and the tab-space arrangement can be repeated along the sides of a board piece such that a board piece can interlock with another board piece without requiring that the pieces be lined up perfectly evenly. FIG. **9** also shows the board pieces **901**, **902** connected together collectively as **907**.

As illustrated in FIGS. **3-4**, the vertical member **303** of a game piece **300** (corresponding to game pieces **400** of FIG. **4**) can be a single piece. In embodiments, however, the vertical member **303** of a game piece **300** can be formed from a plurality of interlocking member pieces, such as corresponding to a single unit of indicia **303**. Thus, the length of the vertical member **303** can be changed as desired. In embodiment, each member piece can have a cavity on the bottom configured to receive a corresponding interlocking member of a member piece immediately below it, and an interlocking member on the top configured to fit in the cavity of a member piece placed on top of it. In embodiments, the cavities and interlocking members of a member piece can be configured according to the indicia of the member piece such that only the member pieces having indicia immediately above and below the indicia of the member piece can be attached below or on top of the member piece. In embodiments, all game pieces **300** of the talent portfolio simulation game can have a vertical member **303** of a minimum length (e.g., of a length of "1" or "2") permanently attached to base **301**.

In these embodiments, the interlocking member pieces can be used during gameplay to modify the length of the vertical member **303** (and thus, the capacity of the game piece **300** to hold value pieces) according to gameplay events. For example, a talent action card may include an outcome that involves adding or removing interlocking members from vertical member **303**. In another example, the leader card corresponding to the game piece **300** can indicate that the leader's potential can vary depending on a position or hierarchy level with an organization. As such, when a game piece **300** is added to the game via a leader card or moved from one position in the organization to another (i.e. from one game space **101** to another), the length of the vertical member **303** can be dictated by the position or hierarchy level that the game piece **300** will be occupying. This can be used to reflect that a member of an organization may be better suited for a particular position, and their potential in such a position can thus be greater than in a position to which the member is not as well suited.

In embodiments, the vertical member **303** can be of a shape that mirrors the interior diameter of ring-shaped value pieces **404** such that the value pieces **404** fit snugly around the vertical member without sliding. Thus, for value pieces comprising circular rings, the vertical member **303** can have a cylindrical shape.

In embodiments, the vertical member **303** can have a uniform width such as the examples illustrated in FIGS. **3-4**, such that all identical value piece **404** fit equally and in any order. In alternative embodiments, the vertical member **303** can have a non-uniform width such that, for each 'level' represented by the indicia, only a value piece of a certain type can fit. For example, the cross-sectional area of the vertical member **303** can have a gradual change from the base end to the top end such that the vertical member **303** has a pyramidal or conical shape. The value pieces **404** can correspondingly be configured to fit on the vertical member **303** such that they correspond to a particular indicia "level". Thus, for a game piece **300** with a potential of "10" (such as the game piece illustrated in FIG. **3**), a value piece **404** may be large enough to fit on a level of "7" or higher, but will not be large enough to fit around any part of the vertical member **303** below the "7" indicia. The value pieces **404** can then represent realized value or potential that may be only obtained after realizing some "core" values, which cannot be used on a game piece

300 until the previous levels of potential have been realized (and the corresponding, fitting value pieces 404 added to the game piece).

In embodiments, a game piece 300 can have more than one vertical member 303, which can represent the potential of various aspects or characteristics of an organization's member. For example, in a game piece 300 with three vertical members, the vertical members can represent a person's capability, level of engagement, and a fit with a culture or institutional mindset. In these embodiments, the talent action cards can include gameplay actions and outcomes directed to one or more of the vertical members of a game piece. Additionally, the value pieces 404 can include multi-value pieces that simultaneously fit on more than one vertical member 300, representing a realized value or potential is cross-correlated among the characteristics of an individual. In embodiments where value pieces 404 comprise rings, the multi-value pieces fitting more than one vertical member can include linked rings such that they fit over more the more than one vertical member simultaneously. Gameplay actions can incorporate this by allowing for the adding of value pieces on top of the multi-value pieces on all of the vertical members to which the multi-value pieces are attached even if, for example, for one of the vertical members the multi-value ring does not sit on any value pieces of its own (because it is supported by value pieces on one or more of the other vertical members to which it is attached). In gameplay, this can function as a multiplier for the purposes of scoring or other enhancement.

In embodiments, the talent management portfolio game can include one or more computer-executable applications that, when executed by a computer, can enhance the gameplay. The applications ("apps") can be stored on a non-transitory computer readable medium and executed by one or more processors to carry out the app functions. Examples of computing devices suitable for execution of the apps can include desktop, laptop or mobile computing devices, smartphones, tablets, etc. The computing devices can have input interfaces to receive input from users (e.g., keyboard, mouse, microphone, touch-screen input, stylus, etc.), output interfaces to provide output to users (e.g., display screen, audio output such as speakers, etc.), network interfaces allowing for data interchange with other computing devices (e.g., long-range or short-range data communications, wireless and/or wired data connections, via Internet, cellular, etc.).

In one example, the game apps can include a scoring app programmed to perform score-keeping functions associated with the game. The game app can be programmed to receive an input from a user regarding the game pieces and value pieces being played on a game board and perform score-keeping accordingly. The game app can also be programmed to calculate an end-game score based on end-game scoring rules to determine a winner.

In a variation of this example, the input can be provided via machine-readable indicia on one or more of the game board, game pieces, value pieces, talent action cards, leader cards, event cards, and random outcome generator. Examples of machine-readable indicia can include barcodes, QR codes, and other machine-readable indicia. In these examples, the information on the machine-readable indicia can be provided to the scoring app via a dedicated scanner or a camera on (or communicatively coupled with) the computing device that can provide scanning capabilities. The information associated with each of the game components can be correlated by the scoring app for the purposes of determining scoring and other gameplay functions and outcomes. In embodiments, the data exchange between the game components and a computing device executing game-related applications can be implemented via RFID technology.

In another example, the random outcome generator can be implemented via an app in addition to, or instead of, the die 505*a* or spinner 505*b*, such as via a random number generator app, whereby the app provides a result of "H", "M" or "L" (or "High", "Medium" and "Low" as determined by the capabilities of output interface of the computing device) to an input command of "roll" or "spin."

In embodiments of the inventive subject matter, computer-executable applications associated with the talent portfolio simulation game can include reporting functions such as tracking game usage and results, allow users to provide feedback, track player development over time (e.g. score progressions indicative of becoming better at talent management), compliance with licensing arrangements, etc. These reporting functions can be integrated into other apps (e.g. the scoring app) or be independent of other game-related apps. The reporting functions can be performed via the executing computing device's networking/data exchange interfaces, and data associated with the reporting functions can be transmitted via data exchange networks to databases, servers, and other computing devices of the organization or run by a third party for analysis, report generation, progress mapping, and other functions. In embodiments, these reporting functions can be implemented via an online tool accessible via a web browser, whereby the information can be entered manually by users or provided by a computing device running game-associated applications and accessed by appropriate organization or third-party personnel.

It is contemplated that, in addition to the description of the talent portfolio simulation game provided above, the inventive subject matter can include a computer game version executable on one or more computing devices, such as those described above. In these embodiments, the talent portfolio simulation game can comprise computer-executable instructions stored on one or more non-transitory computer-readable media such that when the instructions are executed by one or more processors, the processor carries out functions and processes associated with the inventive subject matter. In these embodiments, one or more of the components can be represented via an output interface of the computing devices. For example, the game board, game pieces, value pieces, and other game components can be depicted audio-visually and game play actions and outcomes depicted audio-visually via video and audio output interfaces. Likewise, players can provide gameplay input via a computing device's input devices corresponding to gameplay situations requiring player interaction.

In embodiments, the players can play the game via a plurality of computing devices communicatively coupled via a data exchange network, such that each player is able to provide gameplay input and receive output from their own individual computing device. In other embodiments, the game can be executed entirely on a single computing device whereby the computing device is programmed to provide an indication of the intended player recipient of any output and/or prompting the appropriate player for necessary input, such that the computing device input/output interfaces can be passed around or otherwise shared by the players for gameplay on a single computing device.

In computer game embodiments of the inventive subject matter, it is further contemplated that the game can include reporting functions such as those described associated with usage, performance, feedback, licensing, etc.

It should be apparent to those skilled in the art that many more modifications besides those already described are possible without departing from the inventive concepts herein. The inventive subject matter, therefore, is not to be restricted except in the spirit of the appended claims. Moreover, in interpreting both the specification and the claims, all terms should be interpreted in the broadest possible manner consistent with the context. In particular, the terms "comprises" and "comprising" should be interpreted as referring to elements, components, or steps in a non-exclusive manner, indicating that the referenced elements, components, or steps may be present, or utilized, or combined with other elements, components, or steps that are not expressly referenced. Where the specification claims refers to at least one of something selected from the group consisting of A, B, C . . . and N, the text should be interpreted as requiring only one element from the group, not A plus N, or B plus N, etc.

What is claimed is:

1. A talent management game comprising:

a plurality of game pieces corresponding to members of an organization, each of the game pieces comprising:

a base; and

an upright member coupled to the base, wherein the upright member includes sequential numerical indicia along a vertical side representative of the potential of the individual represented by the game piece, the sequential numerical indicia ascending from the lower end to the upper end of the upright member;

a plurality of value pieces attachable to the upright member of a game piece, wherein the number of value pieces attachable to a particular game piece correspond to the highest number value of the sequential numerical indicia of the particular game piece, wherein the length of the upright member of the game pieces will be of varying lengths to accommodate varying numbers of identical value pieces has been added;

at least one game board, each of the at least one game board comprising:

a plurality of game spaces corresponding to positions within the organization arranged according to a hierarchical tree structure, each of the plurality of game spaces comprising:

a game piece space corresponding to the size and shape of the base of at least one game piece from the plurality of game pieces, such that the at least one game piece is placed on the game piece space;

a numerical multiplier indicator;

an indication of the title of the position represented by the game space; and

a set of talent action cards;

a set of leader cards corresponding to the plurality of game pieces;

a plurality of game chips;

a random outcome generator configured to generate an outcome of "H", "M" or "L" in response to player interaction.

2. The game of claim **1**, wherein each of the plurality of game spaces further comprises an indication of:

a game piece to be placed in the game piece space at the start of the game, wherein the indication of the game piece to be placed comprises an indicia corresponding to the highest number of the sequential numerical indicia of the game piece; and

a number of value pieces to be attached to the game piece at the start of the game.

3. The game of claim **1**, wherein the random outcome generator comprises a die, and wherein each of the faces of the die include an indicia of "H", "M" or "L", whereby each of the "H", "M" and "L" indicia are included on the die at least once.

4. The game of claim **1**, wherein the random outcome generator comprises a spinner.

5. The game of claim **1**, wherein each talent action card from the set comprises a gameplay action, a gameplay action cost in chips, and a gameplay outcome.

6. The game of claim **1**, wherein each leader card comprises an identifier of the corresponding game piece, wherein the identifier comprises at least one of a length of a vertical member, a game piece type, and a game piece name.

7. The game of claim **6**, wherein each leader card further comprises at least one of:

a gameplay modifier associated with the corresponding game piece; and

an indicator of a default number of value pieces associated with the corresponding game piece.

8. The game of claim **1**, wherein the vertical member comprises a plurality of separable, interlocking member pieces, each member piece corresponding to an individual indicium according to the sequential numerical indicia scheme.

9. The game of claim **1**, wherein each of the plurality of game spaces further comprises a separable, interlocking game board piece such that the game board is constructed by connecting at least two of the plurality of game board pieces.

10. The game of claim **1**, further comprising a set of event cards, wherein each event card from the set comprises a gameplay event action applicable to all players participating in the game.

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